

Exhibit A

**UNITED STATES BANKRUPTCY COURT
EASTERN DISTRICT OF MICHIGAN
SOUTHERN DIVISION**

In re: City of Detroit, Michigan, Debtor.	Bankruptcy Case No. 13-53846 Judge Thomas J. Tucker Chapter 9
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DECLARATION OF DANETTE SEARS

Danette Sears declares as follows:

1. I am an employee of BeneSys, Inc., which serves as the third-party administrator of the Sheet Metal Workers' Local Union No. 80 Pension Trust Fund (the "SMW 80 Pension Fund"). In my role at BeneSys, I serve as the Plan Manager for the SMW 80 Pension Fund.
2. In my capacity as Plan Manager, I am familiar with the SMW 80 Pension Fund's records, including but not limited to the attached records describing the City of Detroit ("City") employee contribution history and the enclosed wage sheets. See Attachments A1 and A2, respectively.
3. In my capacity as Plan Manager, I am responsible for, among other things, monitoring employer pension contributions to the SMW 80 Pension Fund.
4. I have reviewed the records of the SMW 80 Pension Fund. At no time before the City stopped contributing to the SMW 80 Pension Fund did the SMW

80 Pension Fund learn that the City was terminating its sheet metal work performed under the Special Services Agreement.

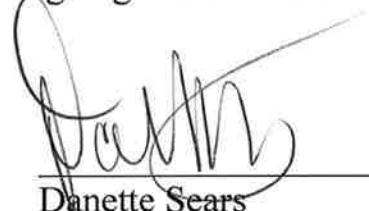
5. The SMW 80 Pension Fund issued its Notice of Assessment on March 30, 2020 and the City of Detroit received that Notice of Assessment on April 7, 2020. See Attachment A3.

6. The City made its first installment payment of \$9,737 via a letter dated August 3, 2020 which was received by the SMW 80 Pension Fund on or around August 17, 2020. That first installment payment was due no later than May 1, 2020 and, therefore, the City was late with its first payment.

7. The City made its second installment payment of \$9,737 on or around September 24, 2020. That second installment payment was due no later than August 1, 2020 and, therefore, the City was late with its second payment.

8. I am more than twenty-one years of age, am competent to testify and would, if called, testify to the above-stated matters from personal knowledge.

I certify under penalty of perjury that the foregoing is true and correct.



Danette Sears

Dated: October 1, 2020

Attachment A1

K700	SM WORKERS LOCAL #80	EC EMPLOYEE CUMULATIVE	GROSS	BASE DETROIT	PEN Hours	Deposits: 00/00/00 thru 99/99 PEN	Amount MI 48234 04/60
S Deposit Work	Month Contr	Contr Name	HRSWORK				
C Date							
XXX-XX-XX65	BARNES III, JESSIE B	20161 MACKAY	184.00	5085.00	184.00X	883.34X	
C 07/14/01 06/01 009330	CITY OF DE	175.70	5258.66	4737.53	175.70X	822.98X	
C 08/18/01 07/01 009330	CITY OF DE	260.00	7835.22	7058.76	260.00X	1226.21X	
C 09/15/01 08/01 009330	CITY OF DE	209.60	6679.85	6017.89	209.60X	1045.40X	
C 10/13/01 09/01 009330	CITY OF DE	184.80	5863.14	5282.11	184.80X	917.58X	
C 11/10/01 10/01 009330	CITY OF DE	212.50	6523.83	5877.32	212.50X	1020.98X	
C 12/08/01 11/01 009330	CITY OF DE	210.60	7015.95	6320.68	210.60X	1098.00X	
C 01/19/02 12/01 009330	CITY OF DE	150.00	4946.81	4456.59	150.00X	774.18X	
C 02/09/02 01/02 009330	CITY OF DE	220.00	6640.02	5982.00	220.00X	1039.16X	
C 03/16/02 02/02 009330	CITY OF DE	276.50	8515.83	7671.92	276.50X	1332.73X	
C 04/20/02 03/02 009330	CITY OF DE	204.00	6241.62	5623.08	204.00X	976.81X	
C 05/18/02 04/02 009330	CITY OF DE	-202.60	-6704.76	-6040.32	-202.60X	-1049.29X	
C 06/15/02 04/02 009330	CITY OF DE	186.50	5893.02	5309.03	186.50X	918.13X	
C 07/13/02 06/02 009330	CITY OF DE	167.70	5434.86	4896.27	167.70X	846.75X	
C 08/10/02 07/02 009330	CITY OF DE	263.00	8208.73	7395.25	263.00X	1278.92X	
C 09/21/02 08/02 009330	CITY OF DE	144.00	4780.81	4307.04	144.00X	744.85X	
C 10/19/02 09/02 009330	CITY OF DE	-202.60	-6704.76	-6040.32	-202.60X	-1049.29X	
C 12/08/02 04/02 009330	CITY OF DE	202.60	6704.76	6040.32	202.60X	1049.29X	
C 12/08/02 05/02 009330	CITY OF DE	192.00	6580.88	5928.72	192.00X	1025.30X	
C 02/15/03 11/02 009330	CITY OF DE	168.00	5710.42	5144.52	168.00X	889.68X	
C 03/29/03 12/02 009330	CITY OF DE	135.50	4731.74	4262.83	135.50X	737.21X	
C 03/29/03 01/03 009330	CITY OF DE	160.00	5587.30	5033.60	160.00X	870.50X	
C 05/03/03 02/03 009330	CITY OF DE	150.60	5259.05	4737.88	150.60X	819.36X	
C 05/10/03 03/03 009330	CITY OF DE	147.00	5133.33	4624.62	147.00X	799.77X	
C 06/07/03 04/03 009330	CITY OF DE	155.00	5412.69	4876.30	155.00X	843.30X	
C 07/25/03 05/03 009330	CITY OF DE	175.00	6111.11	5505.50	175.00X	952.11X	
C 08/08/03 06/03 009330	CITY OF DE	150.50	5339.91	4810.73	150.50X	891.76X	
C 09/05/03 07/03 009330	CITY OF DE	150.00	5396.27	4861.50	150.00X	901.18X	
C 10/03/03 08/03 009330	CITY OF DE	197.80	7115.88	6410.70	197.80X	1188.35X	
C 10/24/03 09/03 009330	CITY OF DE	148.00	164.28	148.00	148.00X	27.43X	
C 12/02/03 10/03 009330	CITY OF DE	188.30	1254.97	1130.60	188.30X	209.58X	
C 12/30/03 11/03 009330	CITY OF DE	152.00	168.72	152.00	152.00X	28.18X	
C 01/13/04 09/03 009330	CITY OF DE	.00	-164.28	-148.00	.00X	-27.43X	
C 01/13/04 09/03 009330	CITY OF DE	.00	5324.31	4796.68	.00X	889.16X	
C 01/20/04 12/03 009330	CITY OF DE	140.00	4540.06	4090.14	140.00X	758.19X	
C 02/10/04 10/03 009330	CITY OF DE	.00	6774.11	6102.80	.00X	1131.28X	
C 02/10/04 11/03 009330	CITY OF DE	.00	-1254.97	-1130.60	.00X	-209.58X	
C 02/24/04 01/04 009330	CITY OF DE	130.00	4676.76	4213.30	130.00X	781.02X	
C 03/26/04 02/04 009330	CITY OF DE	160.00	5756.02	5185.60	160.00X	961.26X	
C 04/30/04 03/04 009330	CITY OF DE	158.00	5684.07	5120.78	158.00X	949.24X	
C 05/21/04 11/03 009330	CITY OF DE	152.00	5468.22	4926.32	152.00X	913.19X	
C 05/28/04 04/04 009330	CITY OF DE	200.00	7195.02	6482.00	200.00X	1201.57X	
C 06/25/04 05/04 009330	CITY OF DE	160.00	5756.02	5185.60	160.00X	961.26X	
C 07/30/04 06/04 009330	CITY OF DE	152.00	5507.73	4961.92	152.00X	1051.98X	
C 09/14/04 07/04 009330	CITY OF DE	192.00	7096.90	6393.60	192.00X	1355.51X	
C 10/29/04 08/04 009330	CITY OF DE	157.00	5803.19	5228.10	157.00X	1108.41X	
C 11/05/04 09/04 009330	CITY OF DE	151.20	5588.81	5034.96	151.20X	1067.46X	
C 12/03/04 10/04 009330	CITY OF DE	199.00	7355.64	6626.70	199.00X	1404.93X	
C 12/30/04 11/04 009330	CITY OF DE	142.00	5248.75	4728.60	142.00X	1002.51X	
C 02/15/05 12/04 009330	CITY OF DE	164.00	6061.93	5461.20	164.00X	1157.83X	
C 07/08/05 01/05 009330	CITY OF DE	110.30	4077.02	3672.99	110.30X	778.71X	
C 07/08/05 02/05 009330	CITY OF DE	127.50	4712.78	4245.75	127.50X	900.14X	
C 07/08/05 03/05 009330	CITY OF DE	158.00	5840.15	5261.40	158.00X	1115.47X	
C 07/08/05 04/05 009330	CITY OF DE	152.00	5765.23	5193.90	152.00X	1101.16X	
C 10/04/05 08/05 009330	CITY OF DE	129.30	4779.32	4305.69	129.30X	861.34X	

EC EMPLOYEE CUMULATIVE										Deposits: 00/00/00 thru 99/99/99 Date: 04/08/19 15:22 Page: 2			
K700	SM WORKERS LOCAL #80	Deposit Work	Month	Contr	Name	HRSWORK	GROSS	BASE	PEN Hours	PEN Amount			
xxx-xx-65	BARNES I.I. JESSIE B	05/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1073.11X				
3-53846-tjt	Doc 13316-1-1	06/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1012.32X				
07/14/05	06/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1012.32X					
08/14/05	07/05	009330	CITY OF DE	152.00	5618.38	5061.60	152.00X	1005.66X					
09/14/05	09/05	009330	CITY OF DE	151.00	5581.41	5028.30	151.00X	799.20X					
10/25/05	09/05	009330	CITY OF DE	120.00	4599.40	4143.60	120.00X	1065.60X					
12/23/05	11/05	009330	CITY OF DE	160.00	6132.53	5524.80	160.00X	692.64X					
12/23/05	10/05	009330	CITY OF DE	104.00	3986.14	3591.12	104.00X	1038.96X					
03/03/06	01/06	009330	CITY OF DE	156.00	5362.71	4831.27	-156.00X	1038.96X					
03/10/06	02/06	009330	CITY OF DE	150.00	4599.40	4143.60	150.00X	999.00X					
03/10/06	12/05	009330	CITY OF DE	-104.00	-3986.14	-3591.12	-104.00X	-692.64X					
03/28/06	01/06	009330	CITY OF DE	104.00	3547.67	3196.10	104.00X	692.64X					
03/28/06	01/06	009330	CITY OF DE	-156.00	-5362.71	-4831.27	-156.00X	-1038.96X					
03/28/06	02/06	009330	CITY OF DE	156.00	5347.09	4817.20	156.00X	1038.96X					
03/28/06	02/06	009330	CITY OF DE	192.00	6549.54	5900.49	192.00X	1278.72X					
05/05/06	03/06	009330	CITY OF DE	143.40	4891.69	4406.92	143.40X	955.04X					
05/16/06	04/06	009330	CITY OF DE	84.00	2042.70	1840.27	84.00X	559.44X					
Total of Records Printed	71				10171.90	343893.37	309813.80	10171.90	58865.44	1017			
Total of Current Balance								.00	101447.79				
xxx-xx-63	BOUYER, COREY G	06/01	009330	CITY OF DE	208.00	6158.06	5547.80	208.00X	MI 48083 07/71				
07/14/01	06/01	009330	CITY OF DE	183.90	5515.79	4969.18	183.90X	963.74X					
08/18/01	07/01	009330	CITY OF DE	270.00	8100.82	7298.04	270.00X	863.22X					
09/15/01	08/01	009330	CITY OF DE	171.00	6241.62	5623.08	171.00X	1267.78X					
10/13/01	09/01	009330	CITY OF DE	184.00	5843.22	5264.16	184.00X	976.81X					
11/10/01	10/01	009330	CITY OF DE	208.00	6374.43	5742.33	208.00X	914.46X					
12/08/01	11/01	009330	CITY OF DE	207.70	6497.26	5853.39	207.70X	997.60X					
01/19/02	12/01	009330	CITY OF DE	169.00	5478.02	4935.15	169.00X	1016.82X					
02/09/02	01/02	009330	CITY OF DE	210.80	6334.58	5706.83	210.80X	857.31X					
03/16/02	02/02	009330	CITY OF DE	278.20	8537.41	7691.36	278.20X	991.36X					
04/20/02	03/02	009330	CITY OF DE	222.90	6752.91	6083.70	222.90X	1056.83X					
05/18/02	04/02	009330	CITY OF DE	174.30	5786.79	5213.32	174.30X	905.63X					
06/15/02	04/02	009330	CITY OF DE	203.70	6331.26	5703.84	203.70X	986.41X					
07/13/02	06/02	009330	CITY OF DE	164.40	5325.29	4797.56	164.40X	829.68X					
08/10/02	07/02	009330	CITY OF DE	272.00	8366.43	7537.32	272.00X	1303.49X					
09/21/02	08/02	009330	CITY OF DE	144.00	4780.81	4307.04	144.00X	744.85X					
10/19/02	09/02	009330	CITY OF DE	-174.30	-5786.79	-5213.32	-174.30X	-905.63X					
12/08/02	04/02	009330	CITY OF DE	174.30	5786.79	5213.32	174.30X	905.63X					
12/08/02	05/02	009330	CITY OF DE	192.00	6580.88	5928.72	192.00X	1025.30X					
02/15/03	11/02	009330	CITY OF DE	148.80	5072.98	4570.25	148.80X	790.37X					
02/15/03	10/02	009330	CITY OF DE	143.80	5021.58	4523.95	143.80X	805.21X					
03/29/03	12/02	009330	CITY OF DE	156.00	5447.61	4907.76	156.00X	1011.41X					
03/29/03	01/03	009330	CITY OF DE	146.10	5101.90	4596.31	146.10X	848.74X					
05/03/03	02/03	009330	CITY OF DE	156.00	5447.61	4907.76	156.00X	1121.06X					
05/10/03	03/03	009330	CITY OF DE	148.00	5168.25	4656.08	148.00X	856.12X					
06/07/03	04/03	009330	CITY OF DE	186.80	6491.74	5848.41	186.80X	1192.56X					
07/25/03	05/03	009330	CITY OF DE	150.50	5337.99	4809.00	150.50X	891.44X					
08/08/03	06/03	009330	CITY OF DE	145.40	5230.79	4712.42	145.40X	873.54X					
09/05/03	07/03	009330	CITY OF DE	186.60	6712.96	6047.71	186.60X	758.19X					
05/10/03	08/03	009330	CITY OF DE	148.00	5168.25	4656.08	148.00X	961.26X					
06/24/03	09/03	009330	CITY OF DE	142.50	5126.46	4618.43	142.50X						
12/02/03	10/03	009330	CITY OF DE	198.50	7141.06	6433.39	198.50X						
12/30/03	11/03	009330	CITY OF DE	146.00	5259.57	4738.35	146.00X	878.35X					
01/20/04	12/03	009330	CITY OF DE	126.20	4540.06	4098.14	126.20X						
02/24/04	01/04	009330	CITY OF DE	160.00	5756.02	5185.60	160.00X						

Deposits: 00/00/00 thru 99/99/99 Date: 04/08/19 15:22 Page:

K700 SM WORKERS LOCAL #80 EC EMPLOYEE CUMULATIVE
S Deposit Work Month Contrr Contr Name HRSWORK GROSS
C Date

XXX-XX63	BOUYER, COREY, G	03/26/04	02/04	009330	CITY OF DE	160.00	5756.02	BASE	Deposits: 00/00/00 thru 99/99/99 Date: 04/08/19 15:22 Page:
		04/30/04	03/04	009330	CITY OF DE	158.00	5684.07	PEN	
		05/28/04	04/04	009330	CITY OF DE	198.50	7141.06	Hours	
		06/25/04	05/04	009330	CITY OF DE	160.00	5756.02		
		07/30/04	06/04	009330	CITY OF DE	148.00	5363.83		
09/14/04	07/04	009330	CITY OF DE	182.20	6734.66	6067.26	4832.28	Amount	148.00X
10/29/04	08/04	009330	CITY OF DE	154.70	5718.18	5151.51	4468.86		1024.49X
11/05/04	09/04	009330	CITY OF DE	149.50	5525.97	4978.35	4468.86		961.26X
12/03/04	10/04	009330	CITY OF DE	184.70	6827.00	6150.51	5648.50		949.24X
12/30/04	11/04	009330	CITY OF DE	134.20	4960.43	6260.40	5648.50		1192.56X
02/15/05	12/04	009330	CITY OF DE	170.20	6291.10	5667.66	5667.66		961.26X
07/08/05	01/05	009330	CITY OF DE	126.00	4668.43	4205.79	4205.79		1102.76X
07/08/05	02/05	009330	CITY OF DE	156.20	5773.62	5201.46	4951.71		1055.46X
07/08/05	03/05	009330	CITY OF DE	148.70	5496.40	6260.40	6260.40		1303.97X
07/08/05	04/05	009330	CITY OF DE	188.00	6949.04	5138.19	5138.19		1049.81X
10/04/05	08/05	009330	CITY OF DE	154.30	5703.39	5194.80	5194.80		1327.27X
10/14/05	05/05	009330	CITY OF DE	156.00	5766.23	4838.49	4838.49		891.67X
10/14/05	06/05	009330	CITY OF DE	145.30	5370.72	4901.76	4901.76		1101.35X
10/14/05	07/05	009330	CITY OF DE	147.20	5440.95	4722.05	4722.05		967.70X
10/25/05	09/05	009330	CITY OF DE	142.00	5248.75	4722.05	4722.05		980.35X
12/23/05	11/05	009330	CITY OF DE	125.70	4817.87	4340.42	4340.42		945.72X
12/23/05	10/05	009330	CITY OF DE	117.80	4515.08	4067.64	4067.64		837.16X
03/03/06	01/06	009330	CITY OF DE	123.20	4722.05	4254.10	4254.10		784.55X
03/10/06	02/06	009330	CITY OF DE	117.50	4023.53	3624.80	3624.80		820.51X
03/10/06	03/06	009330	CITY OF DE	144.80	5549.94	4999.95	4999.95		-782.55X
03/28/06	01/06	009330	CITY OF DE	-123.20	-4722.05	-4254.10	-4254.10		964.37X
03/28/06	02/06	009330	CITY OF DE	123.20	4254.10	3786.15	3786.15		-820.51X
03/28/06	03/06	009330	CITY OF DE	-117.50	-4023.53	-3624.80	-3624.80		1228.77X
03/28/06	04/06	009330	CITY OF DE	148.50	5438.48	4840.25	4840.25		983.68X
05/16/06	03/06	009330	CITY OF DE	147.70	5100.08	4539.07	4539.07		1048.95X
06/16/06	05/06	009330	CITY OF DE	148.20	5117.35	4554.44	4554.44		1224.11X
07/26/06	06/06	009330	CITY OF DE	167.00	5766.51	5132.19	5132.19		167.00X
08/18/06	07/06	009330	CITY OF DE	146.10	5044.84	4489.91	4489.91		1070.91X
09/26/06	08/06	009330	CITY OF DE	154.00	5490.27	4886.34	4886.34		1048.19X
10/27/06	09/06	009330	CITY OF DE	172.10	5989.42	5330.58	5330.58		1048.19X
11/30/06	10/06	009330	CITY OF DE	167.50	2418.53	2152.49	2152.49		1261.49X
12/29/06	10/06	009330	CITY OF DE	143.00	5123.69	4560.08	4560.08		949.78X
12/29/06	11/06	009330	CITY OF DE	-67.50	-2418.53	-2152.49	-2152.49		1301.81X
02/09/07	12/06	009330	CITY OF DE	123.00	-4407.10	-3922.32	-3922.32		1558.17X
02/27/07	01/07	009330	CITY OF DE	145.10	5198.93	4627.05	4627.05		901.59X
03/23/07	02/07	009330	CITY OF DE	108.00	3905.64	3476.02	3476.02		808.50X
04/24/07	03/07	009330	CITY OF DE	177.60	6363.41	5663.43	5663.43		791.64X
05/25/07	04/07	009330	CITY OF DE	127.50	4568.34	4065.82	4065.82		263.88X
07/24/07	09/07	009330	CITY OF DE	136.40	4828.07	4349.07	4349.07		1558.17X
07/31/07	06/07	009330	CITY OF DE	170.70	6142.20	5533.51	5533.51		1336.58X
08/24/07	07/07	009330	CITY OF DE	144.20	5211.00	4694.60	4694.60		1129.09X
08/24/07	08/07	009330	CITY OF DE	36.00	1238.71	1115.95	1115.95		1358.51X
09/25/07	08/07	009330	CITY OF DE	199.00	7191.34	6478.68	6478.68		1229.31X
10/23/07	09/07	009330	CITY OF DE	148.00	5348.33	4818.32	4818.32		1002.24X
11/27/07	10/07	009330	CITY OF DE	144.00	5203.78	4688.09	4688.09		1499.45X
12/21/07	11/07	009330	CITY OF DE	173.50	6269.84	5648.50	5648.50		191.50X
01/22/08	12/07	009330	CITY OF DE	157.00	5673.57	5111.32	5111.32		
02/12/08	01/08	009330	CITY OF DE	128.00	4625.58	4167.19	4167.19		
03/28/08	02/08	009330	CITY OF DE	191.50	6920.31				

K700	SM WORKERS	LOCAL #80	EC EMPLOYEE	CUMULATIVE				Deposits: 00/00/00 thru 99/99/99	PEN Hours	BASE
				Deposit Month	Contr	Name	HRSWORK			
xxx-xx63	BOUYER, COREY, G	03/08	009330	CITY OF DE	137.90	4983.34	4489.50	137.90X	1079.76X	
C 05/16/08	04/08	009330	CITY OF DE	153.20	5536.25	498.61	153.20X	1199.56X		
C 07/29/08	06/08	009330	CITY OF DE	152.00	5492.88	4948.54	152.00X	1190.16X		
C 07/29/08	05/08	009330	CITY OF DE	192.10	6941.99	6254.05	192.10X	1504.14X		
C 08/29/08	07/08	009330	CITY OF DE	141.70	5120.67	4613.22	141.70X	1109.51X		
C 10/10/08	08/08	009330	CITY OF DE	194.30	7021.49	6325.67	194.30X	1618.52X		
C 10/12/08	09/08	009330	CITY OF DE	.00	5330.26	4802.04	.00	1228.00		
C 12/12/08	10/08	009330	CITY OF DE	147.50	5330.26	4802.04	147.50X	1228.68X		
C 12/30/08	11/08	009330	CITY OF DE	192.00	6938.38	6250.79	192.00X	1599.36X		
C 01/27/09	12/08	009330	CITY OF DE	158.60	6128.90	5521.53	158.60X	1321.14X		
C 02/27/09	01/09	009330	CITY OF DE	144.00	5203.78	4688.09	144.00X	1199.52X		
C 04/30/09	02/09	009330	CITY OF DE	160.00	5781.98	5208.99	160.00X	1332.80X		
C 04/30/09	03/09	009330	CITY OF DE	157.10	5677.19	5114.59	157.10X	1308.64X		
C 06/05/09	04/09	009330	CITY OF DE	163.80	6009.65	5414.10	163.80X	1364.45X		
C 07/10/09	05/09	009330	CITY OF DE	145.30	5250.77	4730.42	145.30X	1210.35X		
C 08/04/09	06/09	009330	CITY OF DE	199.70	7361.19	6631.70	199.70X	1663.50X		
C 08/04/09	07/08	009330	CITY OF DE	152.00	5492.88	4948.54	152.00X	1266.16X		
C 09/11/09	07/09	009330	CITY OF DE	186.10	6795.85	6122.39	186.10X	1883.33X		
C 10/16/09	08/09	009330	CITY OF DE	157.60	5780.88	5208.00	157.60X	1594.91X		
C 11/30/09	09/09	009330	CITY OF DE	155.50	5768.04	5196.43	155.50X	1573.66X		
C 12/18/09	10/09	009330	CITY OF DE	212.00	7996.40	7203.96	212.00X	2145.44X		
C 01/22/10	11/09	009330	CITY OF DE	144.00	6449.53	5810.39	144.00X	1457.28X		
C 02/26/10	12/09	009330	CITY OF DE	184.00	6749.25	6080.41	184.00X	1862.08X		
C 03/30/10	01/10	009330	CITY OF DE	143.00	5245.34	4725.54	143.00X	1447.16X		
C 04/30/10	02/10	009330	CITY OF DE	159.20	5843.24	5264.18	159.20X	1611.10X		
C 04/30/10	03/10	009330	CITY OF DE	159.60	5854.25	5274.10	159.60X	1615.15X		
C 06/11/10	04/10	009330	CITY OF DE	200.00	7336.15	6609.14	200.00X	2024.00X		
C 07/13/10	05/10	009330	CITY OF DE	160.00	5868.92	5287.31	160.00X	1619.20X		
C 08/03/10	06/10	009330	CITY OF DE	144.00	5282.02	4758.58	144.00X	1457.28X		
C 10/05/10	07/10	009330	CITY OF DE	169.40	6239.40	5621.08	169.40X	1714.33X		
C 04/12/11	12/10	009330	CITY OF DE	144.00	5282.02	4758.58	144.00X	1687.68X		
C 04/12/11	01/11	009330	CITY OF DE	152.00	5728.12	5160.47	152.00X	1781.44X		
C 12/28/10	09/10	009330	CITY OF DE	182.50	6703.41	6039.10	182.50X	2138.90X		
C 12/28/10	10/10	009330	CITY OF DE	104.00	3814.80	3436.75	104.00X	1218.88X		
C 04/12/11	12/10	009330	CITY OF DE	184.00	6749.25	6080.41	184.00X	2156.48X		
C 04/12/11	01/11	009330	CITY OF DE	112.00	4108.24	3701.12	112.00X	1312.64X		
C 04/12/11	02/11	009330	CITY OF DE	136.00	4988.58	4494.22	136.00X	1593.92X		
C 08/23/11	03/11	009330	CITY OF DE	144.00	5575.47	5022.95	144.00X	1687.68X		
C 08/23/11	04/11	009330	CITY OF DE	176.00	5398.75	4863.74	176.00X	2062.72X		
C 08/23/11	05/11	009330	CITY OF DE	136.50	6283.95	4620.68	136.50X	1599.78X		
C 08/23/11	06/11	009330	CITY OF DE	168.80	6283.42	5660.74	168.80X	1978.34X		
C 12/27/11	07/11	009330	CITY OF DE	.00	7612.03	6857.68	202.40X	2493.57X		
C 08/23/11	08/11	009330	CITY OF DE	135.90	6331.10	5703.69	135.90X	1674.29X		
C 08/23/11	09/11	009330	CITY OF DE	209.70	8015.83	7221.47	209.70X	2583.50X		
C 12/27/11	10/11	009330	CITY OF DE	186.20	7328.83	6602.55	186.20X	2293.98X		
C 12/27/11	06/07	009330	CITY OF DE	.00	3915.45	.00	.00	.00		
C 02/29/12	11/11	009330	CITY OF DE	151.00	5538.79	4989.90	151.00X	1860.32X		
C 02/29/12	12/11	009330	CITY OF DE	184.00	6455.81	5816.04	184.00X	2266.88X		
C 02/29/12	01/12	009330	CITY OF DE	128.00	4695.13	4229.85	128.00X	1576.96X		
C 05/11/12	02/12	009330	CITY OF DE	160.00	5287.31	5287.31	160.00X	1971.20X		
C 05/11/12	03/12	009330	CITY OF DE	203.20	7512.21	6767.76	203.20X	2503.42X		
C 07/17/12	04/12	009330	CITY OF DE	152.00	5575.47	5022.95	152.00X	1872.64X		

	SM Deposit	WORKERS	LOCAL #80	EC	EMPLOYEE	CUMULATIVE	GROSS	BASE	PEN Hours	PEN Amount
xxx-xx63	C	08/17/12 05/12	009330 CITY OF DE		160.00	5868.92	5287.31	160.00X	1971.20X	
3-53846-tjt	C	10/30/12 07/12	009330 CITY OF DE	BOUTYER, COREY, G	152.00	5575.47	5022.95	152.00X	1971.44X	
	C	10/30/12 08/12	009330 CITY OF DE		200.50	7363.66	6632.93	200.50X	2600.49X	
	C	11/06/12 06/12	009330 CITY OF DE		177.80	6558.52	5908.58	177.80X	2306.07X	
	C	12/11/12 09/12	009330 CITY OF DE		151.40	5553.46	5003.12	151.40X	1963.66X	
	C	02/12/13 10/12	009330 CITY OF DE		155.50	5703.86	5138.61	155.50X	2016.84X	
	C	02/12/13 11/12	009330 CITY OF DE		175.50	6584.20	5931.71	175.50X	2276.24X	
	C	02/12/13 12/12	009330 CITY OF DE		158.00	5221.22	158.00X	2049.26X		
	C	03/08/13 01/13	009330 CITY OF DE		127.10	4662.12	4200.11	127.10X	1648.49X	
	C	03/12/13 02/13	009330 CITY OF DE		153.00	5630.50	5072.52	153.00X	1984.41X	
	C	04/23/13 03/13	009330 CITY OF DE		200.00	7336.15	6609.14	200.00X	2594.00X	
	C	05/21/13 04/13	009330 CITY OF DE		155.60	5854.25	5274.10	155.60X	2018.13X	
	C	07/03/13 05/13	009330 CITY OF DE		199.70	7325.14	6599.23	199.70X	2590.11X	
	C	07/19/13 06/13	009330 CITY OF DE		151.60	5560.80	5009.73	151.60X	2025.38X	
	C	08/27/13 07/13	009330 CITY OF DE		161.90	5994.00	5400.00	161.90X	2162.98X	
	C	09/24/13 08/13	009330 CITY OF DE		206.20	7022.94	6326.97	206.20X	2754.83X	
	C	10/31/13 09/13	009330 CITY OF DE		152.00	5706.11	5140.64	152.00X	2030.72X	
	C	11/22/13 10/13	009330 CITY OF DE		213.00	8303.89	7480.98	213.00X	2845.68X	
	C	12/17/13 11/13	009330 CITY OF DE		158.50	6239.18	5620.88	158.50X	2117.56X	
	C	01/21/14 12/13	009330 CITY OF DE		140.00	5255.63	4734.80	140.00X	1870.40X	
	C	02/25/14 01/14	009330 CITY OF DE		155.90	5852.52	5272.54	155.90X	2082.82X	
	C	03/25/14 02/14	009330 CITY OF DE		155.70	.00	5265.77	155.70X	2080.15X	
	C	04/25/14 03/14	009330 CITY OF DE		160.00	4815.97	5411.20	160.00X	2137.60X	
	C	05/23/14 04/14	009330 CITY OF DE		157.60	.00	5463.62	157.60X	2105.54X	
	C	06/27/14 05/14	009330 CITY OF DE		197.20	.00	6669.30	197.20X	2634.59X	
	C	07/18/14 06/14	009330 CITY OF DE		156.90	4907.27	5392.60	156.90X	2151.10X	
	C	08/22/14 07/14	009330 CITY OF DE		162.30	.00	5612.02	162.30X	2225.13X	
	C	10/03/14 08/14	009330 CITY OF DE		199.70	.00	7197.19	199.70X	2737.89X	
	C	10/24/14 09/14	009330 CITY OF DE		159.60	.00	5897.95	199.60X	2188.12X	
	C	11/25/14 10/14	009330 CITY OF DE		199.50	6542.88	7189.98	199.50X	2735.15X	
	C	12/23/14 11/14	009330 CITY OF DE		144.00	4722.68	5189.76	144.00X	1974.24X	
	C	01/23/15 12/14	009330 CITY OF DE		144.00	4722.68	5189.76	144.00X	1974.24X	
	C	02/24/15 01/15	009330 CITY OF DE		172.20	5860.72	6440.35	172.20X	2360.86X	
	C	03/26/15 02/15	009330 CITY OF DE		160.00	.00	5766.40	160.00X	2193.60X	
	C	04/21/15 03/15	009330 CITY OF DE		166.30	.00	6299.79	166.30X	2279.97X	
	C	06/01/15 04/15	009330 CITY OF DE		167.80	.00	6335.83	167.80X	2300.54X	
	C	06/19/15 05/15	009330 CITY OF DE		193.40	6474.00	7114.29	193.40X	2651.51X	
	C	07/29/15 06/15	009330 CITY OF DE		167.00	5778.73	6350.25	167.00X	2289.57X	
	C	08/25/15 07/15	009330 CITY OF DE		220.50	7697.32	8458.59	220.50X	3023.06X	
	C	09/24/15 08/15	009330 CITY OF DE		177.30	.00	6723.26	177.30X	2430.78X	
	C	10/29/15 09/15	009330 CITY OF DE		152.00	4985.05	5478.08	152.00X	2083.92X	
	C	11/24/15 10/15	009330 CITY OF DE		157.70	.00	5683.51	157.70X	2162.07X	
	C	01/05/16 11/15	009330 CITY OF DE		151.90	.00	1304.41	151.90X	2082.55X	
	C	02/05/16 12/15	009330 CITY OF DE		167.80	5503.23	6047.51	167.80X	2300.54X	
	C	02/23/16 01/16	009330 CITY OF DE		24.00	735.00	807.69	24.00X	329.04X	

Total of Records Printed 191
Total of Current Balance

Page 9 of 34

28857.60 961663.38 950145.57 28857.60 266650.99 .00 286225.19

K700 SM WORKERS LOCAL #80 EC EMPLOYEE CUMULATIVE Deposits: 00/00/00 thru 99/99/99 Date: 04/08/19 15:22 Page: 6
S Deposit Work Month Contr Name HRSWORK GROSS BASE
C Date

139* GRAND TOTALS ****
303* TOTAL OF RECORDS PRINTED *****
Number of Employees : 2
No Of Detail Records: 262

HRSWORK 39029.50
BASE 1259959.37
GROS 1305556.75
SAR TM 39029.50
OVER TM00
DTS00

(work: 00/00/00 thru 99/99/99)

Amount Mbrs w/Cntb Transferred

325516.43

Hours
39029.50

PENSION

K700 SM WORKERS LOCAL #80 EC EMPLOYEE CUMULATIVE Deposits: 00/00/00 thru 99/99/99 Date: 04/08/19 15:22 Page: 7
S Deposit Work Month Contr Name HRSWORK GROSS BASE
C Date

** 53846 RECAP OF TOTALS FOR Benesys BOOKS **

*** GRAND TOTALS ***
***** TOTAL OF RECORDS PRINTED ***** (work: 00/00/00 thru 99/99/99)
Number of Employees : 2
No Of Detail Records: 262
No C

HRSTORK	39029.50
BASE	1259959.37
GROSS	1305556.75
SFR TM	39029.50
044 TM	.00
DBL TM	.00

Fund	Hours	Amount	Mbrs w/Cntb	Transferred	Special Amt	Gross Amt
PENSION	39029.50	325516.43	2			

Attachment A2

K3
7/1/09

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RUSH

June 24, 2009

BUILDING TRADES CONSTRUCTION AGREEMENT - effective June 29, 2009

	06/01/08	06/28/09	Change	06/29/09
				06/31/10
Wage (taxable)	\$33.45		-\$2.18 **	\$31.27
Vacation 11% (taxable)	3.68		-0.24 **	3.44
Health & Welfare Insurance	8.50		1.06	9.56
SUB	0.60		0.25	0.85
Joint Apprenticeship Fund	0.30		0.00	0.30
Pension	8.33		1.79	10.12 * Apprentice - see below
Natl Training / NEMI	0.17		0.00	0.17
Supplemental Fund (taxable)	0.66		0.00	0.66
Industry Promotion Fund	0.54		0.00	0.54
Construction Trades Alliance	0.01		0.00	0.01
Apprentice Reimbursement	0.45		0.00	0.45
Supplemental Retirement	0.40		0.00	0.40
Annuity Fund	0.68		-0.68	0.00
TOTAL PACKAGE	\$57.77		\$0.00	\$57.77

BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES June 29, 2009 through May 31, 2010

Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$5.99*

06/01/08		% of **		06/29/09
Period	Old Rate	Decrease	Amount	New Rate
1st period	\$17.14	50%	\$1.21	\$15.93
2nd period	\$17.14	50%	\$1.21	\$15.93
3rd period	\$18.43	54%	\$1.31	\$17.12
4th period	\$18.43	54%	\$1.31	\$17.12
5th period	\$19.74	58%	\$1.40	\$18.34
6th period	\$19.74	58%	\$1.40	\$18.34
7th period	\$22.35	66%	\$1.60	\$20.75
8th period	\$22.35	66%	\$1.60	\$20.75
9th period	\$24.97	74%	\$1.79	\$23.18
10th period	\$24.97	74%	\$1.79	\$23.18

We remind all contractors that the change in pay is effective June 29 and must be paid accordingly on your next payroll.
 Contributions on payroll from June 1 - June 28, 2009 must be paid not later than July 20, 2009.
 Contributions on payroll from June 29 - July 31, 2009 must be paid not later August 20, 2009.
 If you have any questions, please contact us.

BF: IPF



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-53846-tjt Doc 13316-1 Filed 10/01/20 Entered 10/01/20 21:08:02 Page 13 of 76109 ✓



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July 18, 2010 - CHANGES EFFECTIVE AUGUST 1, 2010

BUILDING TRADES CONSTRUCTION AGREEMENT - CHANGES EFFECTIVE AUGUST 1, 2010

	03/01/10	08/01/10	
	05/31/10	Change	05/31/11
Wage (taxable)	\$ 31.135	\$ (1.445) **	\$ 29.69
Vacation 11% (taxable)	3.428	(0.155) **	3.27
Health & Welfare Insurance	9.560	-	9.56
SUB	0.850	-	0.85
Joint Apprenticeship Fund	0.300	-	0.30
Pension	10.120	1.600	11.72 * Apprentice - see below
Natl Training / NEMI	0.170	-	0.17
Supplemental Fund (taxable)	0.810	-	0.81
Industry Promotion Fund	0.540	-	0.54
Construction Trades Alliance	0.010	-	0.01
Apprentice Reimbursement	0.450	-	0.45
Supplemental Retirement	0.400	-	0.40
Annuity Fund	-	-	-
TOTAL PACKAGE	\$ 57.770	\$ -	\$ 57.77

BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES August 1, 2010 through May 31, 2011
Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$10.59*

	03/01/10	08/01/10	
Period	Old Rate	Decrease	New Rate
1st period	\$ 15.79	\$ 0.72	\$ 15.07
2nd period	\$ 15.79	\$ 0.72	\$ 15.07
3rd period	\$ 16.98	\$ 0.78	\$ 16.20
4th period	\$ 16.98	\$ 0.78	\$ 16.20
5th period	\$ 18.21	\$ 0.84	\$ 17.37
6th period	\$ 18.21	\$ 0.84	\$ 17.37
7th period	\$ 20.61	\$ 0.95	\$ 19.66
8th period	\$ 20.61	\$ 0.95	\$ 19.66
9th period	\$ 23.05	\$ 1.07	\$ 21.98
10th period	\$ 23.05	\$ 1.07	\$ 21.98

The change regards an increase in #80 PENSION.

BF: IPF
Local #80
BeneSys

We remind all contractors that the change in pay is effective AUGUST 1 and must be paid accordingly on that payroll.
Contributions on payroll from August 1 - August 31, 2010 must be paid not later than September 20, 2010.
If you have any questions, please contact us.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



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01/29/2010 - CORRECTED

BUILDING TRADES CONSTRUCTION AGREEMENT CHANGES effective March 1, 2010

	06/29/09	Change	03/01/10
Wage (taxable)	\$ 31.270	\$ (0.135) **	\$ 31.135
Vacation 11% (taxable)	3.440	(0.015) **	3.425
Health & Welfare Insurance	9.560	-	9.560
SUB	0.850	-	0.850
Joint Apprenticeship Fund	0.300	-	0.300
Pension	10.120	-	10.120 * Apprentice - see below
Natl Training / NEMI	0.170	-	0.170
Supplemental Fund (taxable)	0.660	0.150	0.810
Industry Promotion Fund	0.540	-	0.540
Construction Trades Alliance	0.010	-	0.010
Apprentice Reimbursement	0.450	-	0.450
Supplemental Retirement	0.400	-	0.400
Annuity Fund	-	-	-
TOTAL PACKAGE	\$ 57.770	\$ (0.000)	\$ 57.770

BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES March 1, 2010 through May 31, 2010

Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$8.99

	06/01/08	% of **	06/29/09	03/01/10
Period	Old Rate	Decrease	Amount	New Rate
1st period	\$17.14	50%	\$1.21	\$15.93
2nd period	\$17.14	50%	\$1.21	\$15.93
3rd period	\$18.43	54%	\$1.31	\$17.12
4th period	\$18.43	54%	\$1.31	\$17.12
5th period	\$19.74	58%	\$1.40	\$18.34
6th period	\$19.74	58%	\$1.40	\$18.34
7th period	\$22.35	66%	\$1.60	\$20.75
8th period	\$22.35	66%	\$1.60	\$20.75
9th period	\$24.97	74%	\$1.79	\$23.18
10th period	\$24.97	74%	\$1.79	\$23.18

The change regards an increase in SMWIA dues.

BF: IPF

Local #80
BeneSys

*revised
1/14/10
JW*



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



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C
01/29/2010 - CORRECTED

BUILDING TRADES CONSTRUCTION AGREEMENT - CHANGES effective March 1, 2010

	06/29/09		03/01/10
	05/31/10	Change	05/31/10
Wage (taxable)	\$ 31.270	\$ (0.135) **	\$ 31.135 ✓
Vacation 11% (taxable)	3.440	(0.016) **	3.428 ✓
Health & Welfare Insurance	9.560	-	9.560
SUB	0.850	-	0.850
Joint Apprenticeship Fund	0.300	-	0.300
Pension	10.120	-	10.120 * Apprentice - see below
Natl Training / NEMI	0.170	-	0.170
Supplemental Fund (taxable)	0.880	0.160	0.810 ✓
Industry Promotion Fund	0.640	-	0.640
Construction Trades Alliance	0.010	-	0.010
Apprentice Reimbursement	0.450	-	0.460
Supplemental Retirement	0.400	-	0.400
Annuity Fund	-	-	-
TOTAL PACKAGE	\$ 57.770	\$ (0.000)	\$ 57.770

*entered
2/2/10
JF*

BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES March 1, 2010 through May 31, 2010

Plus All Fringe Benefits - "Apprentice Pension Flat Rate = \$8.99"

	06/01/08	% of **		06/29/09		03/01/10
Period	Old Rate	Decrease	Amount	New Rate	Decrease	New Rate
1st period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
2nd period	\$17.14	50%	\$1.21	\$15.93	\$0.14	\$15.79
3rd period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
4th period	\$18.43	54%	\$1.31	\$17.12	\$0.14	\$16.98
5th period	\$19.74	68%	\$1.40	\$18.34	\$0.13	\$18.21
6th period	\$19.74	58%	\$1.40	\$18.34	\$0.13	\$18.21
7th period	\$22.35	66%	\$1.60	\$20.75	\$0.14	\$20.61
8th period	\$22.35	66%	\$1.60	\$20.75	\$0.14	\$20.61
9th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05
10th period	\$24.97	74%	\$1.79	\$23.18	\$0.13	\$23.05

The change regards an increase in SMWIA dues.

BF: IPF

Local #80

BeneSys



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



3221 West Big Beaver Road, Suite 305 Troy Michigan 48004-2896
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TO: Local 80 Apprentice Committee and Trust Fund
FROM: Association Office
RE: Proposal #8 to Revamp the Apprentice Program for Concentrated Training
DATE: October 21, 2011, 10:32 AM

- I. Prequalifications for probationary apprentice effective December 1, 2011
 - A. Up to 6 month evaluation
 - (1) The number of persons to be determined by the apprenticeship committee (up to 15) to work at the trade at thirty-five percent (35%) of the journeyman rate (\$10.39) and no fringe benefits. The selectees will be processed for safety, registered with the apprenticeship committee and be selected from the master applicant list.
 - B. Concentrated training
 - (1) The apprenticeship committee shall select those qualified for full time day training at the apprentice school from those participating in the 6 month evaluation. There will be two separate core programs for concentrated training (1.) Architectural (2.) HVAC. The wages paid shall be thirty-five percent (35%) of the journeyman rate (\$10.39) and no fringe benefits. The entire concentrated training program will be monitored and administered by the Local 80 Joint Apprenticeship Committee and shall take approximately six (6) months to complete, or as determined by the Local 80 Joint Apprenticeship Committee.
- II. Indenture apprentice into the apprenticeship program
 - A. Once the probationary apprentice has successfully completed its concentrated training (probationary period), the apprentice committee shall indenture the candidate to the apprenticeship program for a four (4) year period. See attached for wages / fringes to be paid.
 - B. In addition to the Architectural and HVAC core programs, the apprentice committee shall develop specialized classes for the apprenticeship program to meet the needs of the industry.
- III. Effective June 1, 2012, the employer shall increase the contribution to the JAC by \$.20. This contribution is a result of the savings generated by the concentrated training program.


Anthony Asher
SMACNA Metropolitan Detroit

11/11/11


Mark Saba
SMWIA Local Union #80

11/11/11



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June 23, 2011

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT - page 1

JOURNEYMAN	08/01/10		06/01/11		07/01/11	
	05/31/11	Change	06/30/11	Change	05/31/12	
Wage (taxable)	\$ 29.69	\$ 0.91	\$ 30.60	\$ (0.91)	\$ 29.69	
Vacation 11% (taxable)	3.27	0.10	3.37	(0.10)	3.27	
Supplemental Fund (taxable)	0.81	0.09	0.90	0.10	1.00	
Health & Welfare Insurance	9.56	-	9.56	0.08	9.62	
Pension	11.72	-	11.72	0.60	12.32	*Apprentice see below
Supplemental Retirement	0.40	-	0.40	-	0.40	
SUB	0.85	-	0.85	0.10	0.95	
Joint Apprenticeship Fund	0.30	-	0.30	0.15	0.45	
Natl Training / NEMI	0.17	-	0.17	-	0.17	
Industry Promotion Fund	0.54	-	0.54	0.05	0.59	
Apprentice Reimbursement	0.45	-	0.45	-	0.45	
Construction Trades Alliance	0.01	-	0.01	-	0.01	
TOTAL PACKAGE	\$ 57.77	\$ 1.10	\$ 58.87	\$ 0.05	\$ 58.92	

APPRENTICE INDENTURED BEFORE JUNE 1, 2011

Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$11.19*

Period	08/01/10		06/01/11		07/01/11	
	05/31/11	Change	06/30/11	Change	05/31/12	
1st & 2nd	\$ 15.07	\$ 0.46	\$ 15.53	\$ (0.46)	\$ 15.07	
3rd & 4th	\$ 16.20	\$ 0.49	\$ 16.69	\$ (0.49)	\$ 16.20	
5th & 6th	\$ 17.37	\$ 0.53	\$ 17.90	\$ (0.53)	\$ 17.37	
7th & 8th	\$ 19.66	\$ 0.60	\$ 20.26	\$ (0.60)	\$ 19.66	
9th & 10th	\$ 21.98	\$ 0.67	\$ 22.65	\$ (0.67)	\$ 21.98	

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We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll.
Contributions are payable on the August 20 Contribution Report.

Entered 7/14/11



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June 23, 2011

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT - page 1

JOURNEYMAN	08/01/10		06/01/11		07/01/11	
	05/31/11	Change	06/30/11	Change	05/31/12	
Wage (taxable)	\$ 29.69	\$ 0.91	\$ 30.60	\$ (0.91)	\$ 29.69	
Vacation 11% (taxable)	3.27	0.10	3.37	(0.10)	3.27	
Supplemental Fund (taxable)	0.81	0.09	0.90	0.10	1.00	
Health & Welfare Insurance	9.56	-	9.56	0.06	9.62	
Pension	11.72	-	11.72	0.60	12.32	*Apprentice see below
Supplemental Retirement	0.40	-	0.40	-	0.40	
SUB	0.85	-	0.85	0.10	0.95	
Joint Apprenticeship Fund	0.30	-	0.30	0.15	0.45	
Nati Training / NEMI	0.17	-	0.17	-	0.17	
Industry Promotion Fund	0.54	-	0.54	0.05	0.59	
Apprentice Reimbursement	0.45	-	0.45	-	0.45	
Construction Trades Alliance	0.01	-	0.01	-	0.01	
TOTAL PACKAGE	\$ 57.77	\$ 1.10	\$ 58.87	\$ 0.05	\$ 58.92	

APPRENTICE INDENTURED BEFORE JUNE 1, 2011
Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$11.19*

Period	08/01/10		06/01/11		07/01/11	
	05/31/11	Change	06/30/11	Change	05/31/12	
1st & 2nd	\$ 15.07	\$ 0.46	\$ 15.53	\$ (0.46)	\$ 15.07	
3rd & 4th	\$ 16.20	\$ 0.49	\$ 16.69	\$ (0.49)	\$ 16.20	
5th & 6th	\$ 17.37	\$ 0.53	\$ 17.90	\$ (0.53)	\$ 17.37	
7th & 8th	\$ 19.66	\$ 0.60	\$ 20.26	\$ (0.60)	\$ 19.66	
9th & 10th	\$ 21.98	\$ 0.67	\$ 22.65	\$ (0.67)	\$ 21.98	

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We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll.
Contributions are payable on the August 20 Contribution Report.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

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May 20, 2011

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

	08/01/10	05/31/11	Change	08/01/11	05/31/12	6/30/11
Wage (taxable)	\$ 29.69		\$ 0.91	\$ 30.60		
Vacation 11% (taxable)	3.27		0.10	3.37		
Supplemental Fund (taxable)	0.81		0.09	0.90		
Health & Welfare Insurance	9.56		-	9.56		
Pension	11.72		-	11.72	*Apprentice see below	
Supplemental Retirement	0.40		-	0.40		
SUB	0.85		-	0.85		
Joint Apprenticeship Fund	0.30		-	0.30		
Natl Training / NEMI	0.17		-	0.17		
Industry Promotion Fund	0.54		-	0.54		
Apprentice Reimbursement	0.45		-	0.45		
Construction Trades Alliance	0.01		-	0.01		
TOTAL PACKAGE	\$ 57.77		\$ 1.10	\$ 58.87		

LOCAL #80 BUILDING TRADES CONSTRUCTION APPRENTICE WAGE RATES June 1, 2011 through May 31, 2012
Plus All Fringe Benefits - *Apprentice Pension Flat Rate = \$10.59*

	08/01/10		06/01/11		08/01/10		06/01/11	
Period	Old Rate	Change	New Rate	Period	Old Rate	Change	New Rate	
1st period	\$ 15.07	\$ 0.46	\$ 15.53	6th period	\$ 17.37	\$ 0.53	\$ 17.90	
2nd period	\$ 15.07	\$ 0.46	\$ 15.53	7th period	\$ 19.66	\$ 0.60	\$ 20.26	
3rd period	\$ 16.20	\$ 0.49	\$ 16.69	8th period	\$ 19.66	\$ 0.60	\$ 20.26	
4th period	\$ 16.20	\$ 0.49	\$ 16.69	9th period	\$ 21.98	\$ 0.67	\$ 22.65	
5th period	\$ 17.37	\$ 0.53	\$ 17.90	10th period	\$ 21.98	\$ 0.67	\$ 22.65	

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We remind all contractors that the change in the wage is effective JUNE 1 and must be paid accordingly on that payroll.
Additional changes in the Wage and Fringe Benefits will be available in early June, will be effective on July 1 and and
will be payable on the August 20 Contribution Report.





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June 23, 2011

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT Page 2

APPRENTICE INDENTURED AFTER JUNE 1, 2011

060-000-01
060-0401-JA

	40%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	9th & 10th
Wage (taxable)	\$ 11.88	\$ 13.36	\$ 14.85	\$ 16.33	\$ 17.81
Vacation 11% (taxable)	1.31	1.47	1.63	1.80	1.96
Supplemental Fund (taxable)	1.00	1.00	1.00	1.00	1.00
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.57
Pension	12.32	12.32	12.32	12.32	12.32
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40
SUB	0.95	0.95	0.95	0.95	0.95
Joint Apprenticeship Fund	0.45	0.45	0.45	0.45	0.45
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.59	0.59	0.59	0.59	0.59
Apprentice Reimbursement	0.45	0.45	0.45	0.45	0.45
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 35.10	\$ 36.74	\$ 38.39	\$ 40.04	\$ 41.68

PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate plus insurance benefits only. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.39
Insurance	5.57
TOTAL PACKAGE	\$ 15.96

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We remind all contractors that the changes in the wages and benefits are effective JULY 1 and must be paid accordingly on that payroll. Contributions are payable on the August 20 Contribution Report.



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



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May 25, 2012

Page 2

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

APPRENTICE INDENTURED BEFORE JUNE 1, 2011

	June 1, 2012 thru May 31, 2013					
	50%		54%		58%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	9th & 10th	
Wage (taxable)	\$ 15.07	\$ 16.20	\$ 17.37	\$ 19.66	\$ 21.98	
Vacation 11% (taxable)	1.66	1.78	1.91	2.16	2.42	
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20	
Health & Welfare Insurance	9.62	9.62	9.62	9.62	9.62	
Pension	11.84	11.84	11.84	11.84	11.84	
Annuity	0.40	0.40	0.40	0.40	0.40	
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40	
SUB	1.00	1.00	1.00	1.00	1.00	
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17	
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	
TOTAL PACKAGE	\$ 42.86	\$ 44.11	\$ 45.41	\$ 47.95	\$ 50.53	

APPRENTICE INDENTURED AFTER JUNE 1, 2011

	June 1, 2012 thru May 31, 2013			
	45%		50%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)*	\$ 13.36	\$ 14.85	\$ 16.33	\$ 17.81
Vacation 11% (taxable)	1.47	1.63	1.80	1.96
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20
Health & Welfare Insurance	5.57	5.57	5.57	5.57
Pension	12.97	12.97	12.97	12.97
Annuity	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 38.04	\$ 39.69	\$ 41.34	\$ 42.98

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid wage only.
 When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

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May 25, 2012

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SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

JOURNEYMAN	07/01/2011		06/01/2012	
	05/31/2012	Change	05/31/2013	
Wage (taxable)	\$ 29.69	\$ -	\$ 29.69	
Vacation 11% (taxable)	3.27	-	3.27	
Supplemental Fund (taxable)	1.00	0.20	1.20	
Health & Welfare Insurance	9.62	-	9.62	
Pension	12.32	0.65	12.97	
Annuity	-	0.40	0.40	
Supplemental Retirement	0.40	-	0.40	
SUB	0.95	0.05	1.00	
Joint Apprenticeship Fund	0.45	0.20	0.65	
Natl Training / NEMI	0.17	-	0.17	
Industry Promotion Fund	0.59	0.05	0.64	
Apprentice Reimbursement	0.45	(0.25)	0.20	
Construction Trades Alliance	0.01	-	0.01	
TOTAL PACKAGE	\$ 58.92	\$ 1.30	\$ 60.22	

*Entered 5/31/12
APB/N*

✓

PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.39	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
Total Package commencing 91st Day	\$ 10.50	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

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May 25, 2012

Page 2

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

APPRENTICE INDENTURED BEFORE JUNE 1, 2011

	June 1, 2012 thru May 31, 2013					
	60% 1st & 2nd	54% 3rd & 4th	58% 5th & 6th	66% 7th & 8th	74% 9th & 10th	
Wage (taxable)	\$ 15.07	\$ 16.20	\$ 17.37	\$ 19.66	\$ 21.98	
Vacation 11% (taxable)	1.66	1.78	1.91	2.16	2.42	
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20	
Health & Welfare Insurance	9.62	9.62	9.62	9.62	9.62	
Pension	11.84	11.84	11.84	11.84	11.84	
Annuity	0.40	0.40	0.40	0.40	0.40	
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40	
SUB	1.00	1.00	1.00	1.00	1.00	
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	
Natl Training / NEMI	0.17	0.17	0.17	0.17	0.17	
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	
TOTAL PACKAGE	\$ 42.86	\$ 44.11	\$ 45.41	\$ 47.95	\$ 50.53	

APPRENTICE INDENTURED AFTER JUNE 1, 2011

	June 1, 2012 thru May 31, 2013			
	45% 1st & 2nd	50% 3rd & 4th	55% 5th & 6th	60% 7th & 8th
Wage (taxable)*	\$ 13.30	\$ 14.86	\$ 16.33	\$ 17.81
Vacation 11% (taxable)	1.47	1.63	1.80	1.96
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20
Health & Welfare Insurance	5.57	5.57	5.57	5.57
Pension	12.97	12.97	12.97	12.97
Annuity	0.40	0.40	0.40	0.40
Supplemental Retirement	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
Natl Training / NEMI	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 38.04	\$ 39.69	\$ 41.34	\$ 42.98

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid wage only.
When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

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May 15, 2013

Page 2

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICEAPPRENTICE INDENTURED BEFORE JUNE 1, 2011

	June 1, 2012 thru May 31, 2013					June 1, 2013 thru May 31, 2014			
	50%	54%	58%	66%	74%	66%	74%	7th & 8th	8th & 10th
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	8th & 10th				
Wage (taxable)	\$ 16.07	\$ 16.20	\$ 17.37	\$ 19.86	\$ 21.98	\$ 20.17	\$ 22.66		
Vacation 11% (taxable)	1.66	1.78	1.81	2.16	2.42	2.22	2.48		
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20	1.55	1.55		
Health & Welfare Insurance	9.82	9.82	9.82	9.82	9.82	9.82	9.82		
Pension	11.84	11.84	11.84	11.84	11.84	12.23	12.23		
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40		
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40	-	-		
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00		
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65		
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17		
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64		
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20		
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01		
TOTAL PACKAGE	\$ 42.88	\$ 44.11	\$ 45.41	\$ 47.95	\$ 50.53	\$ 48.86	\$ 51.51		

APPRENTICE INDENTURED AFTER JUNE 1, 2011

	June 1, 2012 thru May 31, 2013					June 1, 2013 thru May 31, 2014				
	45%	50%	55%	60%	65%	45%	50%	55%	60%	65%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	7th & 8th
Wage (taxable)*	\$ 13.36	\$ 14.85	\$ 16.33	\$ 17.81	\$ 18.29	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	
Vacation 11% (taxable)	1.47	1.63	1.80	1.98	2.01	1.51	1.68	1.84	2.01	
Supplemental Fund (taxable)	1.20	1.20	1.20	1.20	1.20	1.55	1.55	1.55	1.55	
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.57	5.57	5.57	5.57	5.57	
Pension	12.97	12.97	12.97	12.97	12.97	13.38	13.38	13.38	13.38	
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	
Supplemental Retirement	0.40	0.40	0.40	0.40	0.40	-	-	-	-	
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64	
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	
TOTAL PACKAGE	\$ 38.04	\$ 38.69	\$ 41.34	\$ 42.88	\$ 43.84	\$ 38.77	\$ 40.47	\$ 42.16	\$ 43.84	

When the Apprentice indentured June 1, 2011 and thereafter attends a school day, he shall be paid wage only.
When the Apprentice is working for a Contractor he shall be paid the wage and full benefits as listed above.

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail:

IPF
Non Contributors
Local Union #80
BeneSys
Stefanskey, Holloway & Nichols

Apprentice rates
in folder
6/6/13
KMP/KWD



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

13-14



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May 15, 2013

Page 1

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

JOURNEYMAN	6/1/2012		6/1/2013	
	6/31/2013	Change	5/31/2014	
Wage (taxable)	\$ 29.69	\$ 0.78	\$ 30.47 ✓	
Vacation 11% (taxable)	3.27	0.08	3.35 ✓	
Supplemental Fund (taxable)	1.20	0.35	1.55 ✓	
Health & Welfare Insurance	9.62	-	9.62 ✓	
Pension	12.97	0.39	13.36 ✓	
Annuity	0.40	-	0.40 ✓	
Supplemental Retirement	0.40	(0.40)	-	
SUB	1.00	-	1.00 ✓	
Joint Apprenticeship Fund	-0.65	-	0.66 ✓	
ITI / NEMI / SMOHIT	0.17	-	0.17 ✓	
Industry Promotion Fund	0.64	-	0.64 ✓	
Apprentice Reimbursement	0.20	-	0.20 ✓	
Construction Trades Alliance	0.01	-	0.01 ✓	
TOTAL PACKAGE	\$ 60.22	\$ 1.20	\$ 61.42	

Verified
6/16/13
KMP/KWD

PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.66	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
International Training Institute	\$ 0.12	Add \$.12 commencing 1st day of concentrated training
Total Package commencing 91st Day	\$ 10.89	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 Contribution Report.

CC: BF, Email, Mail:

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Local Union #80

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SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



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May 28, 2014

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE

Page 2

APPRENTICE INDENTURED BEFORE JUNE 1, 2011 (paid during employment and school days)

NEW

	June 1, 2013 thru May 31, 2014		June 1, 2014 thru May 31, 2015	
	66% 74%		66% 74%	
	7th & 8th	9th & 10th	7th & 8th	9th & 10th
Wage (taxable)	\$ 20.17	\$ 22.56	\$ 20.17	\$ 22.56
Vacation 11% (taxable)	2.22	2.48	2.22	2.48
Supplemental Fund (taxable)	1.55	1.55	2.22	2.22
Health & Welfare Insurance	9.62	9.62	9.65	9.65
Pension	12.23	12.23	12.58	12.58
Annuity	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 48.86	\$ 51.51	\$ 49.91	\$ 52.56

APPRENTICE INDENTURED AFTER JUNE 1, 2011 (paid during employment)

NEW

	June 1, 2013 thru May 31, 2014					June 1, 2014 thru May 31, 2015				
	45% 50%		55% 60%		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	45% 50%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th					1st & 2nd	3rd & 4th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.51	1.68	1.84	2.01	1.51	1.68
Supplemental Fund (taxable)	1.55	1.55	1.55	1.55	2.22	2.22	2.22	2.22	2.22	2.22
Health & Welfare Insurance	5.57	5.57	5.57	5.57	5.60	5.60	5.60	5.60	5.60	5.60
Pension	13.38	13.38	13.38	13.38	13.71	13.71	13.71	13.71	13.71	13.71
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20	0.20
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 38.77	\$ 40.47	\$ 42.15	\$ 43.84	\$ 39.82	\$ 41.52	\$ 43.20	\$ 44.89		

APPRENTICE INDENTURED AFTER JUNE 1, 2011 (paid for school days)

NEW

	June 1, 2013 thru May 31, 2014					June 1, 2014 thru May 31, 2015				
	45% 50%		55% 60%		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	45% 50%	
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th					1st & 2nd	3rd & 4th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 13.71	\$ 15.24
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.51	1.68	1.84	2.01	1.51	1.68
Supplemental Fund (taxable)	1.55	1.55	1.55	1.55	2.22	2.22	2.22	2.22	2.22	2.22
ITI	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL PACKAGE	\$ 16.89	\$ 18.59	\$ 20.27	\$ 21.96	\$ 17.56	\$ 19.26	\$ 20.94	\$ 22.63		

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll.
 Contributions are payable on the JULY 20 contribution Report.

CC: BF, Email, Mai IPF
 Non Contributors
 Local Union #80
 BeneSys
 Stefanskey, Holloway & Nichols



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION



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May 28, 2014

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT Page 1

JOURNEYMAN	NEW				
	6/1/2013 5/31/2014	Change	6/1/2014 5/31/2015		
Wage (taxable)	\$ 30.47	\$ -	\$ 30.47	✓	
Vacation 11% (taxable)	3.35	-	3.35	✓	
Supplemental Fund (taxable)	1.55	0.67	2.22	✓	
Health & Welfare Insurance	9.82	0.03	9.65	✓	
Pension	13.36	0.35	13.71	✓	
Annuity	0.40	-	0.40	✓	
SUB	1.00	-	1.00	✓	
Joint Apprenticeship Fund	0.65	-	0.65	✓	
ITI / NEMI / SMOHIT	0.17	-	0.17	✓	
Industry Promotion Fund	0.64	-	0.64	✓	
Apprentice Reimbursement	0.20	-	0.20	✓	
Construction Trades Alliance	0.01	-	0.01	✓	
TOTAL PACKAGE	\$ 61.42	\$ 1.05	\$ 62.47		

KP
KD
6/25/14
CD

PROBATIONARY APPRENTICE EFFECTIVE JUNE 1, 2011

A company is eligible for a probationary apprentice when they have employed two apprentices. The probationary apprentice will be paid 35% of the journeyman rate and no fringes. The probationary apprentice will be employed for six months and then enter the apprenticeship program at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

Wage (taxable)	\$ 10.66	Pay this rate for days 1 through 90
Supplemental Fund (taxable)	\$ 0.11	Add \$.11 commencing 91st day of employment
International Training Institute	\$ 0.12	Add \$.12 commencing 1st day of concentrated training
Total Package commencing 91st Day	\$ 10.89	

We remind all contractors that the changes in the wages and benefits are effective JUNE 1 and must be paid accordingly on that payroll. Contributions are payable on the JULY 20 contribution Report.

CC: BF, Email, Mail: IPF

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06/11/2015 REVISION #3 - BREAKDOWNS JUNE 1 AND JULY 1

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT

Page 1

JOURNEYMAN	REVISION #3				REVISION #3	
	NEW		6/30/2015	Change	NEW	
	6/1/2014	5/31/2015			7/1/2015	5/31/2016
Wage (taxable)	\$ 30.47	\$ 0.86	\$ 31.33		\$ (0.02)	\$ 31.31
Vacation 11% (taxable)	3.35	0.10	3.45		(0.01)	3.44
Supplemental Fund (taxable)	2.22	0.24	2.46		0.03	2.49
Health & Welfare Insurance	9.65	-	9.65		-	9.65
Pension	13.71	-	13.71		-	13.71
Annuity	0.40	-	0.40		-	0.40
SUB	1.00	-	1.00		-	1.00
Joint Apprenticeship Fund	0.65	(0.10)	0.55		-	0.55
ITI / NEMI / SMOHIT	0.17	-	0.17		-	0.17
Industry Promotion Fund	0.64	-	0.64		-	0.64
Apprentice Reimbursement	0.20	0.23	0.43		-	0.43
Construction Trades Alliance	0.01	-	0.01		-	0.01
TOTAL PACKAGE	\$ 62.47	\$ 1.33	\$ 63.80		\$ -	\$ 63.80

PROBATIONARY APPRENTICE PROGRAM EFFECTIVE JUNE 1, 2011

A company is eligible for a probationary apprentice when they have employed two indentured apprentices. The probationary apprentice will be employed for six months and then enter concentrated training at the discretion of the JAC. This entire program will be monitored and administered through the Local #80 Joint Apprenticeship Committee.

PROBATIONARY APPRENTICE	NEW				NEW	
	6/1/2014		6/30/2015	Change	7/1/2015	
	5/31/2015	Change			5/31/2016	7/1/2015
Wage (taxable)	\$ 10.66	\$ 1.34	\$ 12.00		\$ -	\$ 12.00
Supplemental Fund (taxable)	0.11	-	0.11		0.03	0.14
International Training Institute	0.12	-	0.12		\$ 0.12	
Total Package	\$ 10.89	\$ 1.34	\$ 12.23		\$ 0.03	\$ 12.26

We remind all contractors that the **changes** in the wages and benefits are effective **JUNE 1** and **JULY 1** and must be paid accordingly on that payroll. Contributions are payable on the **JULY 20** and **AUGUST 20** contribution report.

CC: BF, Email, Mail: IPF
 Non Contributors
 Local Union #80
 BeneSys
 Sachs Waldman
 Stefanskey, Holloway & Nichols
 St of MI LARA MIOSHA Wage and Hour Program
 U.S. Dept. of Labor (Davis Bacon)





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06/11/2015 REVISION #3 - BREAKDOWNS JUNE 1 2015

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE
JUNE 1, 2015 THROUGH JUNE 30, 2015

Page 2

INDENTURED APPRENTICE (paid during employment)

REVISION #3

NEW

	June 1, 2014 thru May 31, 2015				June 1, 2015 thru June 30, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.55	1.72	1.90	2.07
Supplemental Fund (taxable)	2.22	2.22	2.22	2.22	2.46	2.46	2.46	2.46
Health & Welfare Insurance	5.60	5.60	5.60	5.60	5.60	5.60	5.60	5.60
Pension	13.71	13.71	13.71	13.71	13.71	13.71	13.71	13.71
Annuity	0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.65	0.65	0.65	0.65	0.55	0.55	0.55	0.55
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17	0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64	0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.20	0.20	0.20	0.20	0.43	0.43	0.43	0.43
Construction Trades Alliance	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 39.82	\$ 41.52	\$ 43.20	\$ 44.89	\$ 40.62	\$ 42.36	\$ 44.10	\$ 45.84

INDENTURED APPRENTICE (paid for school days)

REVISION #3

NEW

	June 1, 2014 thru May 31, 2015				June 1, 2015 thru June 30, 2015			
	45%	50%	55%	60%	45%	50%	55%	60%
	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	1st & 2nd	3rd & 4th	5th & 6th	7th & 8th
Wage (taxable)	\$ 13.71	\$ 15.24	\$ 16.76	\$ 18.28	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80
Vacation 11% (taxable)	1.51	1.68	1.84	2.01	1.55	1.72	1.90	2.07
Supplemental Fund (taxable)	2.22	2.22	2.22	2.22	2.46	2.46	2.46	2.46
ITI	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
TOTAL PACKAGE	\$ 17.56	\$ 19.26	\$ 20.94	\$ 22.63	\$ 18.23	\$ 19.97	\$ 21.71	\$ 23.45

We remind all contractors that the **changes** in the wages and benefits are effective **JUNE 1** and must be paid accordingly on that payroll. Contributions are payable on the **JULY 20** contribution report.

CC: BF, Email, Mail IPF

Non Contributors

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U.S. Dept. of Labor (Davis Bacon)



SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION

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06/11/2015 REVISION #3 - BREAKDOWN JULY 1 2015

SHEET METAL WORKERS LOCAL #80 BUILDING TRADES CONSTRUCTION AGREEMENT APPRENTICE
JULY 1, 2015 THROUGH MAY 31, 2016

Page 3

INDENTURED APPRENTICE (paid during employment)

	REVISION #3				NEW				
	June 1, 2015 thru June 30, 2015				July 1, 2015 thru May 31, 2016				
	45%	50%	55%	60%		45%	50%	55%	60%
1st & 2nd	3rd & 4th	5th & 6th	7th & 8th		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	
Wage (taxable)	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80		\$ 14.09	\$ 15.66	\$ 17.22	\$ 18.79
Vacation 11% (taxable)	1.55	1.72	1.90	2.07		1.55	1.72	1.89	2.07
Supplemental Fund (taxable)	2.46	2.46	2.46	2.46		2.49	2.49	2.49	2.49
Health & Welfare Insurance	5.60	5.60	5.60	5.60		5.60	5.60	5.60	5.60
Pension	13.71	13.71	13.71	13.71		13.71	13.71	13.71	13.71
Annuity	0.40	0.40	0.40	0.40		0.40	0.40	0.40	0.40
SUB	1.00	1.00	1.00	1.00		1.00	1.00	1.00	1.00
Joint Apprenticeship Fund	0.55	0.55	0.55	0.55		0.55	0.55	0.55	0.55
ITI / NEMI / SMOHIT	0.17	0.17	0.17	0.17		0.17	0.17	0.17	0.17
Industry Promotion Fund	0.64	0.64	0.64	0.64		0.64	0.64	0.64	0.64
Apprentice Reimbursement	0.43	0.43	0.43	0.43		0.43	0.43	0.43	0.43
Construction Trades Alliance	0.01	0.01	0.01	0.01		0.01	0.01	0.01	0.01
TOTAL PACKAGE	\$ 40.62	\$ 42.36	\$ 44.10	\$ 45.84		\$ 40.64	\$ 42.38	\$ 44.11	\$ 45.86

INDENTURED APPRENTICE (paid for school days)

	REVISION #3				NEW				
	June 1, 2015 thru June 30, 2015				July 1, 2015 thru May 31, 2016				
	45%	50%	55%	60%		45%	50%	55%	60%
1st & 2nd	3rd & 4th	5th & 6th	7th & 8th		1st & 2nd	3rd & 4th	5th & 6th	7th & 8th	
Wage (taxable)	\$ 14.10	\$ 15.67	\$ 17.23	\$ 18.80		\$ 14.09	\$ 15.66	\$ 17.22	\$ 18.79
Vacation 11% (taxable)	1.55	1.72	1.90	2.07		1.55	1.72	1.89	2.07
Supplemental Fund (taxable)	2.46	2.46	2.46	2.46		2.49	2.49	2.49	2.49
ITI	0.12	0.12	0.12	0.12		0.12	0.12	0.12	0.12
TOTAL PACKAGE	\$ 18.23	\$ 19.97	\$ 21.71	\$ 23.45		\$ 18.25	\$ 19.99	\$ 21.72	\$ 23.47

We remind all contractors that the **changes** in the wages and benefits are effective **JULY 1** and must be paid accordingly on that payroll. Contributions are payable on the **AUGUST 20** contribution report.

CC: BF, Email, Mail IPF

Non Contributors
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SHEET METAL AND AIR CONDITIONING CONTRACTORS NATIONAL ASSOCIATION
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Attachment A3



SHEET METAL WORKERS' LOCAL UNION NO. 80

FRINGE BENEFIT FUNDS

P.O. Box 1408 / Troy, MI 48099-1408 / (248) 641-4980 (800) 400-7710

March 25, 2020

John Naglick, Chief Deputy CFO / Finance Director
The City of Detroit
Coleman A. Young Municipal Center
2 Woodward Avenue Suite 642
Detroit, MI 48226

Certified Mail #: 70181130000226644458
Return Receipt Requested

**RE: THE CITY OF DETROIT
NOTICE OF ASSESSMENT OF EMPLOYER WITHDRAWAL LIABILITY
SHEET METAL WORKERS' LOCAL UNION NO. 80 PENSION TRUST FUND**

Dear Mr. Naglick:

The City of Detroit has been determined to have completely withdrawn from the Sheet Metal Workers' Local Union No. 80 Pension Trust Fund ("Fund") pursuant to ERISA Section 4203.

The Fund's actuary has determined the City of Detroit's employer withdrawal liability to be \$123,614 (after application of the *de minimis* rule) and the Fund now demands payment with interest in fourteen (14) quarterly installment payments as follows:

- 13 quarterly payments in the amount of \$9,737 and
- 1 quarterly payment in the amount of \$8,565.

The Fund assumed no interest during the period between the first day of the plan year containing withdrawal and the due date of the first payment. Thereafter, interest was calculated using 7.5% (the interest rate from the most recent actuarial valuation performed for the Fund).

The City of Detroit's first installment payment of \$9,737 must be received no later than May 1, 2020. The next payment is due three (3) months from the City of Detroit's first payment, and at three-month (quarterly) intervals thereafter. The City of Detroit may pre-pay any or all of its employer withdrawal liability assessment and the Fund will calculate and advise the City of Detroit of its reduced interest amount.

The City of Detroit shall remit its payments by check payable to "Sheet Metal Workers' Local Union No. 80 Pension Trust Fund" and mail those payments to Hope L. Calati, Esq., 1423 Twelve Mile Rd., Madison Heights, MI 48071. Otherwise, if the City of Detroit would like to make its payments by electronic transfer, contact me.

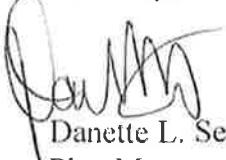
The City of Detroit is obligated to pay regardless of any request for review or arbitration. If payment is not received by the due date, the City of Detroit will be charged interest for the late payment from the date the payment is due until it is received, in accordance with 29 CFR § 4219.32.

If the City of Detroit disagrees with the Fund's determination, the City of Detroit must seek review of any specific matter relating to the determination of liability and/or the schedule of payments no later than 90 days after receipt of this Notice. After its review, the Board of Trustees will notify you of its decision, the basis for the decision, and the reason for any change in the initial determination, if any. The effective date of any revised assessment, however, will relate back to the date the City of Detroit received this assessment.

ERISA mandates that disputes regarding withdrawal liability be arbitrated. Arbitration must be initiated within 60 days after the earlier of (1) the Board of Trustees decision on review, or (2) 120 days after you seek review. The Board of Trustees has adopted the Multiemployer Pension Plan Arbitration Rule for Withdrawal Liability Disputes of the American Arbitration Association and any arbitration proceedings regarding this matter shall be conducted in accordance with those rules.

If you have any questions regarding the above, I suggest you contact your attorney.

Sincerely,



Danette L. Sears
Plan Manager

cc: Hope L. Calati, Esq.
Angela L. Jeffries, EA, MAAA, Consulting Actuary
June Adams, Chief of Staff, City of Detroit, adamj@detroitmi.gov